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Knowledge is becoming a critically important resource in contemporary business organizations a development posing significant issues for HRM It draws together various strands of theory research and practice to develop a better understanding of these issues with special emphasis on HRM practice in knowledge intensive organizations It also discusses the difficulties of making a transition from traditional forms of HRM to post industrial approaches A review of traditional compensation systems serves as the basis for a series of propositions concerning preferred practice in this critically important area The major contention is that the managers of knowledge intensive organizations are confronting major new issues in coordinating and directing the effort of knowledge workers The major conclusion is that existing compensation structures and routines must be re thought and makes several suggestions in this regard The Model of Culture Fit explains the way in which socio cultural environment influences internal work culture and human resource management practices This model was tested using 1 954 employees from business organisations in 10 countries Participants completed a 57 item questionnaire which measured managerial perceptions of four socio cultural dimensions six internal work culture dimensions and HRM practices in three areas Moderated multiple regressions at the individual level analysis revealed that managers who characterised their socio cultural environment as fatalistic also assumed that employees by nature were not malleable These managers did not administer job enrichment empowering supervision and performance reward contingency Managers who valued high loyalty assumed that employees should fulfil obligations to one another and engaged in empowering HR practices Managers who perceived paternalism and high power distance in their socio cultural environment assumed employee reactivity and furthermore did not provide job enrichment and empowerment Culture specific patterns of relationships among the three sets of variables as well as implications of this research for cross cultural industrial organisational psychology are discussed The Indian economy was forced to adopt a structural adjustment programme at the beginning of 1991 The structural adjustment programme or liberalization initiated the process of the opening up of an otherwise closed economy of India Liberalization created a hyper competitive environment and to respond to this turbulence Indian organizations adopted innovative changes in their HRM practices Current research shows that HRM practices are important for enhanced corporate performance but little has been reported on the effect of HRM practices and corporate performance in the context of economic liberalization of India This study tries to understand the role of innovative HRM practices and specifically questions how HRM practices such as the role of HR department recruitment retraining and redeployment performance appraisal and compensation enhance corporate

performance during the change process A multiple respondent survey of 69 Indian organizations was undertaken to study the impact of innovative HRM practices on firm performance The survey found that the innovative recruitment and compensation practices have a positive significant relationship with firm performance It was observed that recruitment the role of the HR department and compensation practices seem to be significantly changing within the Indian firms in the context of India s economic liberalization The synergy between innovative HRM practices was not significant in enhancing corporate performance during the liberalization process This study compares human resource management HRM practices in Indian public and private sector organizations The investigation is based on a questionnaire survey of 137 large manufacturing firms public sector 81 private sector 56

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